

Associate Pastor Recruitment: Candidate Information Pack



(Job Description, Person Specification and How to Apply)

Introduction

ACC is a progressive, community-facing church of around 80 members located in Auldhouse, an economically and ethnically diverse suburb in the south side of Glasgow. Our mission is “changing lives, changing communities” by which we seek to build God’s Kingdom through the people who choose us as their spiritual home and through those in our neighbourhood, and beyond, with whom we can share the love of Christ. We have adopted the Apostles Creed as our core statement of belief.

Our love of Jesus enriches us and compels us to share this love with our neighbours. We care deeply about each other. We are loving, welcoming and non-judgmental in all that we do. We desire to learn together, encourage each other in prayer and collaborate with the communities in which we live and work. Everyone is welcome here to experience the transforming love of Jesus in their daily lives and the joy that comes from being part of his loving, caring family of believers.

We have a busy and active programme of ministries encompassing Worship, Children & Youth, social outreach through our Community Foodbank as well as a range of small group activities. These are overseen and supported by our Leadership Team, Trustees and Deacons together with our full-time Pastor and our part-time Community Worker. We also have a Pastoral Care Team that seeks to support and care for all of us in the church family.

Since 2021, ACC has partnered with Westminster Theological Centre (WTC) in hosting its Scottish Hub, providing University validated theological programmes at CertHE, BA, GradDip and MA levels for over 20 students during term-time. Our part-time WTC Hub Director manages the delivery of these programmes. We also run Alpha courses on a regular basis.

We are now seeking a full-time Associate Pastor to work with our pastor and the leadership team on the next stage of our journey. We aim to grow as a church and develop our place in the community as a welcoming spiritual centre where people can learn about God and explore questions of faith in a supportive and non-judgemental environment.

Job Status: Full time anticipated but part time will be considered. The post will be permanent but subject to review every 5 years.

Job Description

General overview of duties:

The person appointed will work closely with the pastor, leadership, other staff and individual mission leaders. There will be a strong emphasis on developing the spiritual health of the church family and missional activity within the community. Youth work, pastoral care of families and community interaction will be particular areas of focus for the role. The working environment requires a flexible approach. Leadership of specific activities is anticipated to be “situational” to optimise the gifts and talents of the church leadership and membership. The appointee will be expected to demonstrate growth potential and will be supported to develop as a church leader.

Core Responsibilities:

- Wider Church Life and Missional Approach
- Youth
- Family Pastoral care

Area One – Wider Church life and Missional Approach

To play a full and active role in the overall church life, including (but not necessarily limited to):

- Leading worship/ teaching on Sundays (frequency to be agreed)
- Working with our pastor to develop our missional approach to our defined communities
- Pastoral Care – with a focus on discipleship and development of small groups
- To serve on the Leadership Team
- Oversee communication activities of the church – including website, social media and co-ordination of volunteer ministry leaders .

Area Two – Youth

Overall responsibility for the development and delivery of youth engagement and teaching programme (school years 7+). This will include (but not necessarily be limited to):

- Work with leadership team and volunteer youth leaders to determine the priority areas for our youth mission and discipleship activities
- Support, equip, encourage and care for volunteer youth leaders (including resourcing any training /pastoral support needed)
- Be hands-on involved where necessary
- In conjunction with ACC Disclosure Officer, ensure children’s / youth work is carried out in line with best practise / safeguarding procedures / parental permission etc

Area Three – Families

Work with our pastor to develop a mission and pastoral care strategy targeted at supporting families both within the church family and our broader community. This will include (but not necessarily be limited to):

- Develop a targeted approach for pastoral care for families within the church in conjunction with the Pastoral care team
- Identify priority areas of need in conjunction with representatives of our wider community and oversee the resourcing and delivery of a family pastoral care programme (e.g. parenting course, marriage course, etc)
- Building relationships and improving communications with families that interact with any aspect of church life
- Including exploring ways of integrating our Foodbank, Toddlers, WTC ministries into a more cohesive missional approach to the communities which we serve.

The role will include regular time with the pastor to plan, pray and prepare.

Person Specification

The specifics of the role are important. But equally as important is what informs the way the successful person fulfils the role. One verse which encapsulates this is 1 Thessalonians 2:8. "We loved you so much, we were delighted to share with you not only the gospel of God, but our lives as well."

Our understanding of ministry is a 'lived-out' one. We are wanting someone to come and be part of our church family...to live amongst, and to love the people. 1 Thess. 2:8 shouldn't come across as a task ...but a joy.

Assuming this resonates, then we are looking for someone who:-

Calling

- Someone who has a sense of calling to church-based ministry and the desire to develop as a church leader
- Loves people, and is willing to get stuck into their lives
- And who shares our conviction that the local church is the hope of the world.

Competent

- A recognised theological qualification or working towards this
- Able to work with volunteers – empowering, delegating, and encouraging
- An ability to communicate well, plan, organise and motivate
- Desired: some appreciation of current legislation and best practise guidelines relating to safeguarding and working with vulnerable individuals. Although we would provide access to training in this.

Character

- A growing follower of Jesus committed to your own ongoing walk with God
- Evidence of a strong prayer life, excited by the work of the Holy Spirit and the fundamental importance of the Scriptures to Christian life
- Servant-hearted
- Hardworking, and understanding of the flexible demands of ministry hours
- Humble – willing to learn, and a team player

Chemistry

- An understanding and respect of the values and culture of our Church
- Someone who gets the fact that we're not a highly polished church – we value authenticity, family and bearing with each other.

Working Requirements & Remuneration

- 40 hours per week worked flexibly (this will include some evenings and Sundays, so an ability to be flexible is a must)
- Expectation to be present at major times of year such as Easter and Christmas, church weekend away etc
- Enhanced DBS check
- Salary between £30,000 - £34,000 depending on experience and qualifications
- Pension contributions by the church would be 4% and assume a 5% contribution from employee salary
- Holiday allowance is 28 days plus published public holidays in Scotland.
- 6-month probationary period
- As part of our commitment to care for the individual, we would put in place a system of support and development with the pastor/Trustees/Leadership Member. There is a small budget for staff development.
- It is essential that the candidate has a legal right to live and work in the UK

How to Apply

If you are interested in this role please send your CV and covering letter (no more than 500 words) to recruitment@auldhousecommunitychurch.com . In your covering letter **please focus on** explaining why you believe you are suited to the role with particular emphasis on explaining why you feel called to this role and how your experience and expertise aligns with our requirements.

There is no set closing date for applications. We intend to assess applications on a rolling basis and suitable applicants will be invited for an exploratory discussion in the first instance.